

ALLEGRO MICROSYSTEMS ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR FISCAL YEAR 2020

This statement is made on behalf of Allegro MicroSystems and its direct and indirect subsidiaries (collectively, “Allegro”) pursuant to section 54(1) of the Modern Slavery Act 2015 (the “Act”) and constitutes Allegro’s Anti-Slavery and Human Trafficking Statement (“Statement”).

Allegro MicroSystems is a company registered in the United States with worldwide subsidiaries including Allegro MicroSystems Europe Limited, located in Chertsey, England. Allegro designs, manufactures, markets, and sells integrated circuits across multiple industries, including automotive, industrial, appliances, and consumer electronics.

Allegro is committed to maintaining and improving processes designed to reduce the possibility of complicity in human rights violations related to our own operations, our supply chain, and our products. Allegro recognizes that slavery and human trafficking can occur in many forms such as forced labor, child labor, domestic and indentured servitude, sex trafficking, and workplace abuse. In this Statement, we use the term “slavery and human trafficking” to encompass the various forms of coerced labor outlawed by the Act.

We always endeavor to achieve and maintain the highest ethical standards. We comply with all laws, regulations, and rules relevant to our business. We safeguard our reputation. We take our responsibilities to our stakeholders very seriously, including all our employees and the communities in which we operate. That is why we have company policies that apply to each of our facilities, which require fair treatment of our employees. We expect the same high standards from our suppliers. To this end, we are committed to ensuring that there is no slavery and human trafficking in any part of our businesses or our supply chain.

To support these objectives, our Code of Business Conduct and Ethics includes a section specifically covering anti-slavery and human trafficking, and which is set forth here as well:

Allegro recognizes that modern slavery is a crime and a violation of fundamental human rights. The Company has a zero-tolerance approach to modern slavery. It does not tolerate modern slavery, to include human trafficking, compulsory labor (including child labor), or illegal exploitation in any form and will take appropriate action if any such violations are discovered. Allegro is committed to acting ethically and with integrity wherever it operates and in implementing and enforcing systems and controls proportionate to the risk to ensure modern slavery is not taking place in its operations or supply chain. The Company communicates its zero-tolerance approach to suppliers through its Supplier Excellence Program. We expect our suppliers will hold their own suppliers to the same standards.

Our corporate policies and procedures help ensure that our anti-slavery and human trafficking policy is complied with. For example, we have an Allegro-wide hotline through which stakeholders may anonymously report any suspected violation of law, regulation, or Allegro policy. In addition, our Allegro policy on Global Citizenship sets forth key principles that guide our actions.

- We will protect the environment.
- We will operate our business with integrity.
- We will invest in our workforce.
- We will improve the communities in which we operate.

The Global Citizenship policy also emphasizes how much we value our employees. We treat employees with fairness and respect and strive to create an environment that encourages teamwork.

In regard to our suppliers, we have a well-established audit program that we call the Supplier Excellence Program. To be admitted to do business or continue to do business with Allegro, suppliers are regularly audited against specific criteria that includes suppliers' adherence to the law and human rights standards. We make site visits at suppliers that might present a higher risk. Human rights violations will result in Allegro ceasing to do business with a supplier and making a report to an appropriate governmental authority. We believe this is the most effective measure we can implement to prevent and identify violations in our supply chain and we remain committed to doing so.

Since its last Statement, Allegro has joined the Responsible Business Alliance (formerly known as the Electronics Industry Citizenship Coalition). Our membership in the Responsible Business Alliance membership demonstrates our commitment to high labor standards in our business and provides us access to compliance tools to help us improve where needed. In the future, we will continue to look for additional ways to ensure that the values expressed in this Statement are effectively carried out.



Ravi Vig
President

